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**From:** Pitchford, Ann [Pitchford.Ann@epa.gov]  
**Sent:** 5/9/2018 8:45:16 PM  
**To:** ORD-LAS Feds [ORDLAS\_Feds@epa.gov]; Watkins, Tim [Watkins.Tim@epa.gov]  
**CC:** Burmania, Tessa [Burmania.Tessa@epa.gov]; Brimer, Julie [Brimer.Juanita@epa.gov]; Grangaard, Bunny [Grangaard.Bunny@epa.gov]; Moresco, Maryann [Moresco.Maryann@epa.gov]; Stevens, Caroline [Stevens.Caroline@epa.gov]  
**Subject:** Update from NAGE R12-135 on Management's Response to the Demand to Bargain  
**Attachments:** Annotated NAGE\_R12-135\_Mgmt Response Final 20180426.docx; Stay or Go Costs 20180509.xlsx

Dear Bargaining Unit, Managers, and Interested Parties

The response to the demand-to-bargain is attached. It is a bit hard to follow, in that the beginning text repeats the original demand. Many of management's responses to these points were conveyed verbally to me and I have shared that information at our Wednesday update meetings. Two items regarding Management's response:

The written response starts on page 2 halfway down the page. It is based on a discussion and email that I sent 2 weeks ago, identifying 3 specific concerns for NERL management to address. Because of this, I have annotated the document, in 14-point bold font at the:

- start of the original **demand**; and
- start of the **response**.

There are 3 answers from Management provided, starting on page 2. The parenthetical comments in italics in this paragraph are mine.

- Status of the VERA/VSIP (*still expected*)
- Continuation of employees' existing work, and changes to supervisors after relocation (*some changes can be expected in FY19*)
- Financial case for the move (*both narrative and spreadsheet provided*).
  - *Note: I prepared the spreadsheet to clarify my thinking and Tim Watkins reviewed it, saying it "makes sense, given the assumptions that you made which are reasonable to me." He also noted, "One thing to consider is whether there would be employee relocation cost associated with the second option as well..."*

Please let me know your questions and concerns, preferably by email, as I am taking some leave over the next 2 weeks.  
Thanks, Ann

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